

BROMSGROVE DISTRICT COUNCIL

MEETING OF THE CABINET

WEDNESDAY, 28TH JANUARY 2009, AT 5.30 P.M.

PRESENT: Councillors R. Hollingworth (Leader), Mrs. J. M. L. A. Griffiths (Deputy Leader), Dr. D. W. P. Booth JP, G. N. Denaro, Mrs. M. A. Sherrey JP, R. D. Smith, M. J. A. Webb and P. J. Whittaker

Observer: Councillor S. R. Peters

Invitee: Mr. A. Davidson, Partner, Kimbells Solicitors.

Officers: Mr. K. Dicks, Mr. T. Beirne, Mr. P. Street, Mr. M. Bell, Mrs. C. Felton, Mr. D. Hammond, Ms. J. Pickering, Ms. J. Pitman, Ms. D. Poole and Mr. J. Godwin

137/08 **APOLOGIES FOR ABSENCE**

An apology for absence was received from Councillor Mrs. J. Dyer M.B.E.

138/08 **DECLARATIONS OF INTEREST**

No declarations of interest were received.

139/08 **LOCAL GOVERNMENT ACT 1972**

RESOLVED that under Section 100 I of the Local Government Act 1972, as amended the public be excluded from the meeting during the consideration of the item of business the subject of the following minute on the grounds that it involves the likely disclosure of exempt information as defined in part 1 of Schedule 12A to the Act, as amended, the relevant paragraph of that part being as set out below and that it is in the public interest to do so:-

<u>Minute No</u>	<u>Paragraph</u>
140/08	4

140/08 **JOB EVALUATION AND SINGLE STATUS**

Members received a verbal report on the latest situation regarding Job Evaluation/Single Status.

In accordance with their decision on 22nd October 2008, the Cabinet was advised that the 90 day period of consultation with the Trade Unions (Unison, GMB and UCATT) in respect of the consideration to use dismissal and re-engagement as a mechanism to implement Job Evaluation/Single Status had ended and that regrettably it had not been possible to achieve a Collective

Agreement during that period. Consequently the Cabinet had been reconvened in order to consider an appropriate way forward.

In addition, the Cabinet was advised of a request from Unison to extend the consultation period by a further 90 days. The Cabinet was also advised that GMB had indicated that they would now like to enter into a Collective Agreement and that they were anxious to see Job Evaluation implemented for their members.

Two options regarding the possible next step to be taken were considered.

As part of their consideration of the issue Members received the views of all Heads of Service present together with independent legal advice. It was

RESOLVED:

- (a) that having considered the request of Unison to extend the consultation process for a further ninety days, this request be rejected on the grounds that a Collective Agreement is unlikely to be reached with Unison within this period;
- (b) that, as the only other course of action to bring certainty to the organisation and its staff, the changes arising from Job Evaluation and Single Status be implemented and that this be achieved through Collective and Individual Agreements where possible. Alternatively where implementation is not possible by these means a process of dismissal and re-engagement of employees be entered into with a view to achieving implementation by the end of May 2009.
- (c) that in view of the urgency of the matter, the Cabinet's decision be not subject to the Council's call-in procedure as set out in the Scrutiny Procedure Rules.

The meeting closed at 6.40 p.m.

Chairman